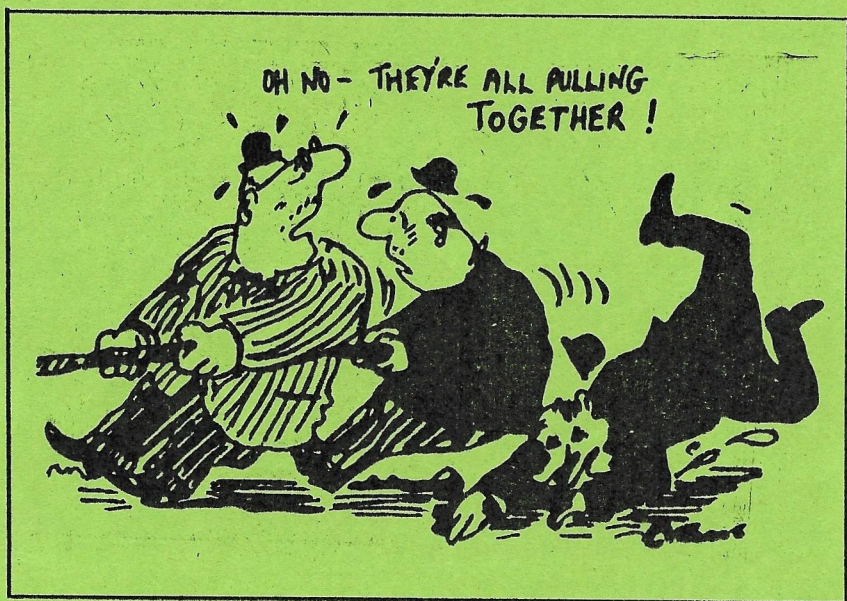


# FSA NEWSLETTER



APRIL

1981



## SHOULD EXECUTIVE TERMS BE LONGER?

Several people have suggested to the President that Executive terms should be two years. Half the Executive would retire each year, thus ensuring continuity. Certainly in positions such as Grievance and Contract Chair, where the work takes time to learn and committees take time to organize, smoother running and less "down-time" might well result from longer terms of office.

Ken Fernstrom points out that continuity among shop stewards is also very desirable.

On the other hand, the President of the FSA continues on Executive as Past President, the Contract Chair may become the Chair of the Agreements Committee. Thus, he can supervise the administering of the contract he negotiated.

Would the need to serve two terms put people off running for Executive?

Is it better to involve more people by having frequent change?

Is continuity a problem on other committees - PD, for instance?

Please think about this matter. It will be raised at the Annual General Meeting.

## WHAT ABOUT YOU?

While we are on the subject of the AGM, do you realize we are coming round to nomination time again? Do think (and ask) about people to sit on Executive. It is important that Executive represent all areas of the College, and that the management of the Union is not left to a few people or to the same people all the time. You can learn a lot on Executive.

What about you? Is it your turn? Executive? Shop Steward? What can you do?

### FSA ANNUAL GENERAL MEETING

May 20, 1981

15:00 hours

Chilliwack

Room 103



## THE LAST GENERAL MEETING

Held at Abbotsford, Wed., March 4, 5:30 p.m.

*Educational Leave Fund*: The proposal for funding education leaves was passed, with amendments. One of these increased the amount requested in the ELF from \$32,000 to \$64,000, with an increase of another \$32,000 in the second year. This was to enable the number of leaves to be increased.

*Crossing Picket Lines*: The President reported the FSA lawyer <sup>said</sup> and the Association cannot instruct or advise members. However, FSA members have the RIGHT TO REFUSE to cross picket lines.

*CIEA*: It was agreed to negotiate an associate membership in the College-Institutes Educators Association. IT SHOULD BE CLEARLY UNDERSTOOD THAT ALTHOUGH THE FSA JOINS AS A GROUP only faculty will pay dues because the information in this Association tends to be faculty-oriented. It is an external federation of college faculty unions. We can be members without affecting our own membership or operation in any way. This is a group for lobbying, information exchange, and learning; we can gain a lot and lose nothing of our own autonomy. It replaces the old College Faculties' Federation with which we had a similar arrangement.

### EZEKIEL 37:3

Most every organization is made up of four bones — wishbones, jawbones, knucklebones, and backbones.

The wishbones spend their time wishing somebody else would do the work.

The jawbones are those who do all the talking but little else.

Then come the knucklebones who knock everything that everybody tries to do.

Finally, there are the backbones who get under the load and do all the work. —Taddled from *The Flying Lion*, St Mark's, Warren, Diocese of Rhode Island

### NEWS FROM ROUND THE PROVINCE

\*Langara have signed their new contract after only three negotiating sessions; 12.5% across the board, as suggested here last month. They have also provided in the contract for a joint committee to investigate an early retirement plan.



\*BCIT have had 34 negotiating sessions. The Staff Society's "pared down list" includes 31 priority items and a reduction in the salary increase from 29% to 27.4%.

BCIT management have offered 12% or \$250 per month, whichever is the greater, adoption leave, 100% of Mutual Life benefits to be paid by the employer, 9% in the second year of the contract with a COLA applying when the Vancouver CPI exceeds Jan. 1982 by 11%.

The Staff Society took a strike vote Feb. 9-12 and got 76% support for job action.

\*Douglas College Faculty Association has affirmed its support of the BCIT staff society and sent a donation of \$300.

\*Okanagan Faculty Association is building a strike fund by means of payroll deductions. The fund will be invested to get maximum returns; it will be used only in case of job action or termination of contract. Each member will eventually receive her/his contribution together with accrued earnings. Thus, the fund will serve not only as a strike fund but as a supplementary pension fund.

\*CUPE in Chilliwack have signed a memorandum of agreement with the employer:

Jan 7/81 . . . . .	\$1.30 increase
July 1/81 . . . . .	further 10¢/hour
Oct 1/81 . . . . .	further 10¢/hour
Jan 1/82 . . . . .	10%
Sept 1/82 . . . . .	3½%

This is an interesting settlement in that the first year quotes amounts across the board while the second year returns to percentage increases. A further interesting aspect is that it is designed to provide parity between male and female workers; the existing pay grade system will be revised to an equal pay grade system. This means that any worker, indoor or outdoor, will start at the same base rate; the inside base rate will be lifted by 25 cents Jan. 1/82 and the final adjustment will be made by Sept./82. By the time the second year of the contract expires no sex discrimination will be evident in the pay grade system.